

PATRICK J. HALTER
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HEARINGS:
VIRTUALLY AND IN-PERSON

PROFESSIONAL STATEMENT

Since 1980 I have been involved as a third party neutral selected by labor and management to address economic and non-economic issues in the private sector, Federal sector, state and local governments and other political subdivisions with tax authority. As a neutral, my trade are grievances, interest impasses, factfinding with or without recommendations, med-arb, mediation, early intervention reviews, representation elections, monitoring card check\neutrality agreements, unfair labor practice dispositions and workplace investigations (hostile work environment, violence, threats, harassment, discrimination, reprisal). My practice is dedicated to fostering the principles and standards of conduct and ethics in the FMCS\NAA Code of Professional Responsibility for Labor Management Arbitrators and the ABA Canons of Professional Ethics.

PROFESSIONAL AFFILIATIONS

American Bar Association
American Arbitration Association
Association of Workplace Investigators
International Centre for Dispute Resolution
National Academy of Arbitrators
National Association of Railroad Referees
National Association of Administrative Law Judges

CERTIFICATIONS

Advance Employment Practitioner – ACR
Mediator – District of Columbia Superior Court
ALJ \ Hearing Officer – National Judicial College
Law Enforcement – Albuquerque Citizens Police Academy & FBI
Investigator: Violence, Threats, Harassment, HWE - Association of Workplace Investigators

EDUCATION

National Judicial College - Due Process and Fair Hearing Practices
Johns Hopkins University - Applied Economics Post-Graduate Fellowship
Indiana University - Master's Public Finance and Labor Relations
Arizona State University - BA Economics and History

CLEs – evidence, contracts, civil procedure, administrative law, remedies
Certified Workplace Investigator (in process) – Association of Workplace Investigators

PANELS

National Mediation Board – Airlines and Railroads including National Railroad Adjustment Board (Third Division), Public Labor Boards and Special Boards of Adjustment

ERBs – CA, WA, OR, MT, NE, NV, NM, KS, IN, IA, DC, VI, NY; Cities of Phoenix, Los Angeles

Permanent Panels – U.S. Postal Service\APWU, NALC; Clark County (NV) SD\NEA; Gaming Casinos\CWU; IRS\NTEU; U.S. Food Inspection Service\AFGE; VA\NFFE; AFL-CIO Jurisdictional Disputes Panel; ABA Employment Disputes Panel; FINRA Employment Disputes Panel; Freeport-McMoRan Employee Arbitration Governance; Robinson-Shappard Arbitration Act Panel; Rocky Mountain Steel\USWA; Safeway\UFCW; UPS\IBT; Koppers Industries\IAMAW; Meadow Lake County Water and Sewer District Board; FAA\Air Traffic Controllers Union (National Panel); FAA\NAGE (Northwest, Southwest Panels); Tinker AFB and Kirtland AFB\AFGE; Customs & Border Protection\NTEU, AFGE.

PUBLICATIONS

Awards published by Bloomberg\BNA; Lexis Nexis; Westlaw; CCH; LRP. Awards cited in Elkouri & Elkouri, *How Arbitration Works*, BNA's *Discharge and Discipline*, Dewey Publications *Principles of Federal Sector Arbitration*, and Lexis *Labor and Employment Arbitration*; Contributing Editor, *Duty of Fair Representation*, *How Arbitration Works*; Editor, NAA Annual Proceedings; Editor, Federal Service Labor Law Review.

ISSUES

Arbitrability, bargaining-unit work and subcontracting; conduct (off-duty); continuing violation; contract interpretation and application; disability benefits and plans; discipline, discharge, discriminations (ADA, ADEA, Title VII); FLSA; FMLA and other types of leave including Covid-related issues; hours of work and scheduling; HIPAA; health insurance; layoffs and recall; LCA; OSHA; job bidding; management rights; overtime; past practice; seniority; sexual harassment; social media; tenure and reappointment; union rights and security; wages; whistleblowing; workplace violence and threats.

INDUSTRIES

Airlines; aerospace; administrative support services; community colleges; public safety; education and support services; universities; utilities; social work; law enforcement; lumber; meat packing; resorts and casinos; hospitals\assisted living centers\health care; police and fire; corrections; penal institutions and services; railroad; rubber, tire; water and sewer; waste disposal; refrigeration\HVAC; electrical; transportation; warehousing.

ARBITRATION – LMR EXPERIENCE

Impartial Arbitrator, Factfinder, Mediator 1986 - Present
Chair, ERB, City of Albuquerque 2008-2015
Professor, ILR, University of New Mexico 2005-2007

Director, New Mexico ERB 1992-1999

ILR Project Director – Manufacturing and Utilities, W.P. Dolan & Associates, Inc. 1986-1992

Staff Associate, U.S. Federal Service Impasses Panel & Foreign Service Disputes Panel 1980-1986

Field Agent, Office of General Counsel, Federal Labor Relations Authority 1979

RATES/POLICIES

Per Diem: \$1,800.00 (open to discussion of alternative arrangement)

Cancellation: one day per diem for each hearing day. Applies when less than thirty (30) calendar day notice of cancelled hearing or change in hearing date for any reason (temporary postponement, rescheduling). Thirty day notice applies to situations where the parties decide to proceed with briefs in lieu of hearing. Joint and several liability for fee and cancellation payment.

Expenses: actual expenses including penalty or cancellation fee incurred for lodging and transportation when hearing is cancelled, postponed or rescheduled. Travel time in excess of 3 hours pro-rated. Joint and several liability for expense reimbursement.